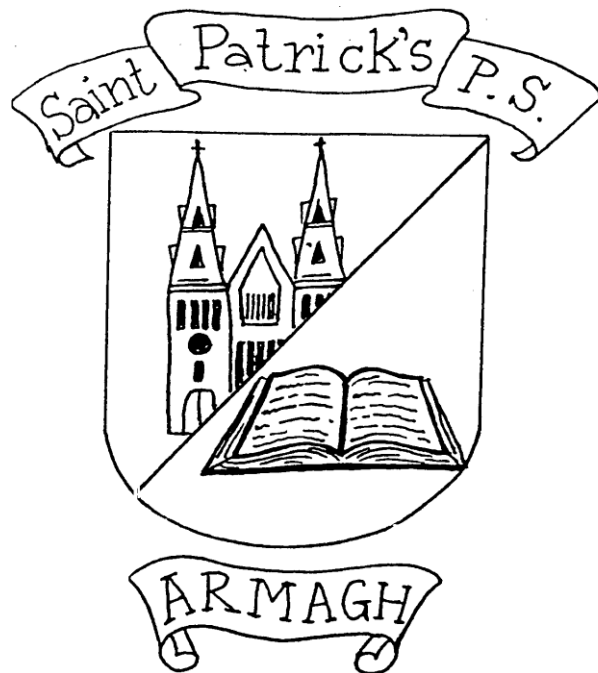


Saint Patrick's Primary School Armagh

## ANTI-BULLYING POLICY



**2018-19**

**Saint Patrick's Primary School,  
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## SCHOOL MISSION STATEMENT :

Saint Patrick's Primary School, Armagh, is committed to providing a disciplined atmosphere in order to develop the harmonious growth of the whole person.

Fundamental to the ethos of our school is the recognition of each pupil as an individual with his/her own special abilities, gifts, needs, personality and cultural background.

Our staff is committed to developing the pupil's self awareness, independence, self-confidence and a self valuing that enables each to take up his/her own life and to make the right choices.

**To this end our concern centres on the integral development of each child so that all may be enabled to achieve their full potential.**

We seek to foster the growth of each according to his/her present needs, and to educate not only the mind but also the body, the emotions, the character and spiritual life of each child.

This will provide a framework for the widening of their horizons. It will help them understand the world in which they live and the interdependence of individuals, groups and nations; appreciate human achievement and aspirations; respect religious and moral values, and instil in them an acceptance of, and tolerance towards, other religions and ways of life.

## What is Bullying?

In Saint Patricks' Primary school the guiding principle is that, " We care, we share and we learn".

Bullying, which is a distressing and damaging form of abuse, is in direct conflict with this principle.

Teachers, non-teaching staff, parents and pupils must be aware that bullying is not an acceptable form of behaviour and is not tolerated in our school.

We believe that bullying is not typical behaviour for pupils of our school but we acknowledge that it does occur at times and we feel the necessity for setting procedures in place to deal with such incidents.

Bullying is behaviour intended to hurt another person resulting in pain and distress to the victim.

### We can identify the following as bullying: -

**Physical attacks:** e.g. Fighting, tripping up, pushing, nipping, nudging, poking, stalking.....

**Verbal Abuse:** e.g. Name calling, making fun of, threatening, statements, telling lies about someone, mimicking .....

**Looks:** e.g. Threatening looks, making faces.....

**Exclusion:** e.g. Isolating a pupil or not including him/her in a group.....

**Extortion:** e.g. Demanding money, goods etc. under threat.....

**Emotional:** e.g. Influencing others, belittling, manipulation.....

**Cyber Bullying** e.g. Any of the above abuse via electronic devices such as mobile phones: phone calls, text/multimedia messages etc. internet chat rooms.

**E-mail bullying;** e.g. instant messaging or via websites such as Facebook and Club Penguin etc.

## **AIMS OF OUR ANTI-BULLYING POLICY:**

1. To be aware of possible incidents of bullying;
2. To create a caring atmosphere where pupils feel listened to, safe and secure;
3. To develop strategies to deal with all aspects of bullying;
4. To help pupils to be able to report bullying as soon as possible;
5. To inform parents of the procedures which the school has in place.

We believe that all pupils have the right to learn in an environment which is free from intimidation and fear.

Accordingly, we will work to create an environment within which positive relationships will be fostered and violent behaviour of any sort will be unacceptable.

Within such an environment, bullying behaviour will not be tolerated.

Should bullying occur, the needs of victims of bullying will be paramount, and the school will take all reasonable measures to ensure that the situation is resolved and will not reoccur.

The school will seek to involve and inform parents in all areas of its anti bullying work.

## **ACTION PLAN :**

### **To Help Prevent Bullying:**

The School Community will: -

- Be vigilant and observe social interactions between pupils;
- Promote a sense of respect for oneself and others;
- Supervise pupils throughout the school day;
- Monitor possible 'high risk' area e.g. Toilets, corridors, etc;
- Be alert to signs of bullying e.g. A child crying, being isolated etc.

## **Guidelines for Members of Staff:**

1. Treat every incident as serious.
2. React calmly and take control of the situation.
3. Listen to both sides, either separately or together.
4. Support the child being bullied.
5. Make it clear to the bully that this behaviour is unacceptable.
6. Ensure that the bully apologises for his/her behaviour.
7. Explain the action to be taken.
8. Record the incident and report it to the principal and designated teacher deputy designated teacher for child protection.

Children and young people have a right to be treated with respect. Members of staff should be alert to the risk of emotional abuse, such as persistent and vindictive sarcasm, verbal bullying or severe and persistent negative comments or actions, particularly when directed consistently at a single pupil or a small number of pupils in a class. When pupils report bullying text messages/e mails (cyber bullying) they will be taken seriously. **Such bullying behaviour is unacceptable.** Members of staff should be encouraged to reflect on every aspect of their contact with children, which may give rise to perceptions or allegations of this form of abuse.

## **PROCEDURES FOR DEALING WITH INCIDENCES OF BULLYING BEHAVIOUR, INCLUDING CONTACT WITH PARENTS AND EXTERNAL AGENCIES:**

Each case of bullying will be dealt with individually and follow up action will be tailored to meet the individual needs of the pupils concerned.

The following steps will be followed

### **(i) Reporting of an incident:**

When a bullying incident is reported, the information will be passed on to the following people:

- The teacher of any child involved
- The principal
- The designated teacher/deputy designated teacher for child protection

### **(ii) Investigation of an Incident:**

This will normally be carried out by the principal or the designated teacher/designated teacher for child protection, in co-operation with any class teachers concerned.

Pupils involved will be interviewed and a record made of their responses using the school's incident report form (See Appendix 1)

Parents of all pupils involved will be informed of the school's action up to this point and will be kept informed of subsequent action.

### **(iii) Agreeing a Plan for a Resolution:**

Working with the pupils concerned, the Designated Teacher along with the Deputy Designated Teacher will devise a plan for the resolution of the conflict. This plan will include targets for acceptable behaviour and will set out support measures which will be provided for the pupils concerned. Any disciplinary action required will use the system of sanctions which is set out in the school's Positive Behaviour Policy.

### **(iv) Reviewing the Situation:**

The situation will be monitored and formally reviewed within one month of the initial report. This will be done by the designated teacher/deputy designated teachers, in co-operation with the other teacher, pupils and parents concerned.

### **(v) Involvement of other Agencies in Provision of Support:**

When necessary, the school will draw on support from a range of outside agencies including Education & Welfare Officer, Behaviour Management Team and the Educational Psychology Service. In most instances, the school will seek to deal with the situation from within its resources. However, if it becomes clear at step 3 or 4 that outside help is needed, the school will not hesitate of avail of it.

## **GUIDELINES FOR CHILDREN WHO ARE BEING BULLIED:**

### **Immediate Action:**

- Tell an adult e.g. A teacher, member of the non-teaching staff or supervisor or designated teacher/deputy designated teachers for child protection.
- Explain the facts clearly and truthfully.
- Trust the adult to listen to you and do something to help.
- Tell the person who is bullying you that you are going to tell someone.
- Walk away if you can – do not argue.
- Keep with others – do not become isolated.

## **GUIDELINES FOR PARENTS OF A CHILD BEING BULLIED:**

### **At Home:**

Discuss calmly with your child his/her experience. Be sympathetic. Take a note of what the child has said.

- Who is involved?
- What has happened?
- How often has it happened?
- Who saw it happen?
- Where did it happen?

Reassure your child that he/she is doing the right thing by telling you and to inform a teacher in school if any further incidents occur.

### **In School:**

- Make an appointment to discuss the problem with your child's class teacher.
- Explain to the teacher in detail, the problem your child has experienced.
- Try to stay calm.
- If possible give dates, times, places and names of other pupils involved.
- Be as specific as possible about the incident.
- Stay in close contact with the school and let them know if the situation improves or gets worse.

## **GUIDELINES FOR PARENTS OF A CHILD WHO IS BULLYING OTHER CHILDREN:**

Talk with your child and explain that his/her behaviour is unacceptable and makes you unhappy. Discourage aggressive behaviour at home. Show your child that he/she can join with others without being aggressive or showing bullying behaviour.

Make an appointment to see your child's teacher and discuss ways both of you can stop the child's unacceptable bullying behaviour.

Give your child lots of praise and encouragement when he/she is co-operative or kind to other children

### **SANCTIONS:**

We would hope that the sanctions would be constructive and be applied with sensitivity and flexibility.

- Immediate verbal checking of behaviour.
- Loss of freedom e.g. break or lunchtime play- detention.
- Loss of privilege e.g. attendance at extra curricular activity.
- Referral to another teacher e.g. Principal or Vice-Principal or Designated Teacher for Child Protection.
- Parental consultation to provide joint action between home and school.
- Suspension or expulsion will follow the guidelines laid down by CCMS in persistent and serious cases.

## **PREVENTATIVE AND ANTI-BULLYING STRATEGIES:**

The Student Council are able to assist children who feel they are being bullied, left out etc.

They can help solve minor disputes in the playground, always trying to promote reconciliation and moving forward.

Teachers, classroom assistants and lunchtime supervisors work together in promoting positive play and strategies for dealing with incidents of bullying

## **PDMU/ ETHOS AND PASTORAL CARE:**

We will seek to be a 'listening school', in which pupils are encouraged to express their feelings fears and concerns.

This will be facilitated through measures such as Circle Time in all classes.

We will promote and reward positive behaviour through measures such as awards for caring and friendliness.

All pupils cover the topic of bullying in class a part of the PDMU programme, (circle time, activities and in Pastoral assemblies.

## **SCHOOL STUDENT COUNCIL:**

The school council are a body in our school where issues of bullying can be discussed. The council also provide a confidential suggestion box where pupils could choose to alert others anonymously. We focus in the month of November annually on 'Anti-Bullying Week' to raise the profile of this issue. School Pupil council present this at all school assemblies.

This anti bullying policy forms part of the school's overall Pastoral Care Policy. It links with the Child Protection Policy in which the school outlines the steps it will take to protect children from harm and develop their personal safety strategies.

It links with the Positive Behaviour Policy in which the school outlines the types of behaviour which are considered appropriate and inappropriate, together with the sanctions which will be used as part of the disciplinary process.

## **Conclusion:**

In all matters relating to discipline and sanctions, our aim is to develop self-discipline and self-esteem in pupils and to inspire them to continue to meet the high standards of discipline, which we have, in our school.

## **Monitoring and Review of the Anti Bullying Policy:**

Implementation of this policy will be monitored by the Principal, designated teacher and deputy designated teacher for Child Protection. A report on implementation will be provided annually to the Board of Governors, within the overall report on pastoral care provision. This policy will be formally evaluated and reviewed every two years.

**On-going evaluation will ensure the effectiveness of this Policy.**

**Date Policy Reviewed: September 2017**

**Signed:** \_\_\_\_\_ (Designated Teacher)  
                  \_\_\_\_\_ (Principal)  
                  \_\_\_\_\_ (Chair of Board of Governors)